



Training and Speaking Engagement Events (2002 to present)

Speaking Engagements

Adjunct Professor, Alternative Dispute Resolution (3-hour Course), Washburn University School of Law, Winter-Spring, 2007, 2008, 2009, 2010, 2011 and 2012.

2023

Washburn University School of Law, *Dispute Resolution: Mediation & Child Advocacy*, Topeka, Kansas, January 13, 2023.

2022

Washburn University School of Law, *Dispute Resolution: Mediation & Child Advocacy*, Topeka, Kansas, January 14, 2022.

Johnson County Bar Association Annual Herbert W. Walton Bench/Bar Conference, *The Rise and RISE of Mediations*, Overland Park, Kansas, April 6, 2022.

Associates in Dispute Resolution LLC Family Law Arbitration with a Focus on Uniform Family Law Arbitration, *A Practitioner's Guide to Arbitration*, Topeka, Kansas, April 29, 2022.

Kansas City Metropolitan Bar Association, *Arbitration 101*, Kansas City, Missouri, June 15, 2022.

Kansas City Metropolitan Bar Association, *CLE by the Hour*, Kansas City, Missouri, June 30, 2022.

Heartland Dispute Resolution Association, *Family Law Arbitration*, Webinar, December 21, 2022.

2021

Washburn University School of Law, *Alternative Dispute Resolution & Child Advocacy*, Topeka, Kansas, January 11, 2019.

Kansas Bar Association CLE Webinar: Alternative Dispute Resolution Virtual Conference, *Mediator/Mediatees Pet Peeves*, Topeka, Kansas, March 12, 2021.

Clay County Bar Association, *Ethical Considerations in Mediation Disputes*, Webinar, March 26, 2021.

Topeka Bar Association, *Litigator Guidelines in Preparation for Mediation*, Webinar, June 4, 2021.

Kansas City Metropolitan Bar Association, *Ethical Considerations in Dispute Resolution*, Webinar, June 14, 2021.

Heartland Mediators Association, *Corporate Dispute Resolution Programs: How Fortune 500 Companies Handle Conflict in the Workplace*, Webinar, October 20, 2021.

2020

Kansas State University, *Dispute Resolution: Mediation & Child Advocacy*, Manhattan, Kansas, February 10, 2020.

Heartland Mediator's Association, *Commercial Mediation Practices: Techniques & Tips*, Virtual, August 19, 2020.

Associates in Dispute Resolution LLC 14th Annual CLE/CDRE, *Dispute Resolution Through a 2020 Lens, Professional Responsibility: Dispute Resolution Confidentiality*, Topeka, Kansas, October 9, 2020.

2019

Washburn University School of Law, *Alternative Dispute Resolution & Child Advocacy*, Topeka, Kansas, January 17, 2019.

IAM Mentee Webinar, *Utilizing Co-Mediation to Enhance Mediation*, January 30, 2019.
University of Kansas School of Law, *Mediation Preparation & Pre-Mediation Conferences*, Lawrence, Kansas, March 6, 2019.
Heartland Mediator's Association 2019 Annual Meeting, *Mediation Ethics*, Johnson County Community College, Overland Park, Kansas, April 12, 2019.
Washburn University School of Law, *Dispute Resolution and the Guardian ad Litem*, Topeka, Kansas, May 17, 2019.
Volunteers and Assistants to America, Speaker Series, *Mediation: The Basics*, Kansas City, Missouri, June 12, 2019.
ADR, LLC Annual Training, *Arbitration in Family Law: Has its Time Come?*, Topeka, Kansas, September 20, 2019.
Topeka Bar Association, *Mediation Preparation: Investing in a Successful Outcome*, Topeka, Kansas, October 18, 2019.
Kansas Bar Association Dispute Resolution Section CLE, *The Ethical Negotiator: Professional Responsibility When Pursuing Settlement*, Topeka, Kansas, November 8, 2019.

2018

Washburn University School of Law, *Alternative Dispute Resolution & Child Advocacy*, Topeka, Kansas, January 12, 2018
International Academy of Mediators – Mentee Webinar, *Utilizing Co-Mediation to Enhance Settlement Opportunities*, online training, March 28, 2018
Kansas Bar Association, *Swimming with the Sharks: Negotiation Ethics for Guppies*, Topeka, Kansas, November 9, 2018
International Academy of Mediators, *Mediation Preparation and Pre-Mediation Conferences*, Zurich, Switzerland, November 15, 2018

2017

Kansas Bar Association, *Strategic Decision-Making in Preparing to Mediate Multi-Party Disputes*, Topeka, Kansas, December 1, 2017.
Washburn School of Law, *Update on Dispute Resolution and Case Management Rules*, Topeka, Kansas, December 8, 2017
Missouri Bar Association, *ADR 101: Helping your Client Succeed without Going to Court – Arbitration 101*, Webinar, Topeka, Kansas, November 15, 2017.
Missouri Bar Association, *Swimming with the Sharks: Negotiation Ethics for Guppies*, Webinar, Topeka, Kansas, October 18, 2017.
Associates in Dispute Resolution, Annual CLE/CME, *Dispute Resolution Outside the Box*, Topeka, Kansas, September 29, 2017.
Kansas Bar Association, *Lawyer to Legislator*, Topeka, Kansas, August 23, 2017
Kansas Women Attorneys Association, Annual Conference, *Attorneys Currently in the Kansas Senate*, Wichita, Kansas, July 21, 2017
ABA Dispute Resolution Spring Conference, *The Challenge: Achieving Uniformity in State ADR Law*, April 21, 2017, San Francisco, California

2016

Washburn University School of Law, *Alternative Dispute Resolution and Child Advocacy*, Topeka, Kansas, January 8, 2016.
Heartland Mediators Association, *Scope and Design of Modern Corporate Dispute Resolution Systems*, Kansas City, Missouri, February 5, 2016,
Arbitration and Mediators Institute of New Zealand, Inc., *Mediating Multi-Party Disputes, 21st Century Problem Solving*, AMINZ/IAM Conference, New Zealand, March 5, 2016.
ABA Section of Dispute Resolution Spring Meeting, *Family Law Arbitration: An Idea Whose Time Has Come?*, New York, New York, April 8, 2016.
Heartland Mediator's Association, *Ethics in Parenting Coordination and Parenting Plans*, Topeka, Kansas, April 29, 2016.
Missouri Bar Association, *Employment Mediation Secrets*, Lawrence, Kansas, June 17, 2016.

Missouri Bar Association, *Mediation Secrets, Understanding the Special Dynamics of Employment Litigation*, Independence, Kansas, June 26, 2016.

Kansas City Metropolitan Bar Association, *Maximizing your Effectiveness in Mediation*, Kansas City, Missouri, June 30, 2016.

Associates in Dispute Resolution Annual CLE/CME Event, *Innovative Dispute Resolution Techniques*, Topeka, Kansas, September 30, 2016.

Kansas Bar Association, ADR CLE, *Taming the Octopus: What Litigators and Mediators Need to Know to Successfully Mediate the Multi-Party Fair Labor Standards Act Case*, November 18, 2016, Topeka, Kansas.

Washburn Case Management Training, *Family Law ADR According to the Robed Ones*, November 10, 2016, Topeka, Kansas.

Wichita Bar Association, *An Overview of Arbitration*, December 7, 2016, Wichita, Kansas.

2015

Washburn University School of Law, Topeka, Kansas, presenting *Parenting-Time Dispute Resolution Techniques*, January 16, 2015

University of Kansas School of Law, presenting *Commercial Mediation Best Practices*, Lawrence, Kansas, March 6, 2015.

American Bar Association, Dispute Resolution Section Spring Meeting, presenting *Access to Justice Family Law Dispute Resolution Techniques*, Seattle, Washington, April 15-19, 2015

Washburn University School of Law, Children and Family Law Center, 9th Annual Case Management Training, *The Mediation Half of Case Management*, Topeka, Kansas, August 13, 2015.

Kansas Bar Association, Dispute Resolution Section, *A Litigators Guide: Preparing for Mediation* (webinar), Topeka, Kansas, August 27, 2015.

National Employment Lawyers Association of KC, *Employment Mediation: A Mediator's Perspective*, October 1, 2015, Kansas City, Missouri.

Associates in Dispute Resolution LLC Fall Conference, *Hot Topics in Dispute Resolution*, presenting *Considerations When Mediating the Complex Multi-Party FLSA Case*, Topeka, Kansas, October 9, 2015.

Kansas City Chapter of National Employment Lawyers Association, *Preparing for Litigation*, Panel Discussion, Kansas City, Missouri, October 15, 2015.

KIPCOR, Limited Case Management Review, Newton, Kansas, October 28, 2015.

2014

Washburn University School of Law, Topeka, Kansas, presenting *Alternative Dispute Resolution and Child Advocacy*, January 6, 2014

American Bar Association, Dispute Resolution Section, presenting *Mediating the Multi-Party Fair Labor Standards Act Case*, Miami, Florida, April 4, 2014

University of Kansas School of Law, presenting *Mediation Best Practices*, Lawrence, Kansas, April 11, 2014.

Washburn University School of Law, Topeka, Kansas, presenting *Domestic Case Management Guidelines*, August 14, 2014.

Federal District Court, Western District of Missouri, presenting *Mediating Class and Collective Actions in Multi-Party Cases*, Kansas City, Missouri, September 24, 2014.

Washburn University School of Law, Topeka, Kansas, presenting *ADR Best Practices and Ethics CLE*, November 14, 2014

2013

Washburn University School of Law, Topeka, Kansas, presenting *Alternative Dispute Resolution and Child Advocacy*, January 10, 2013

University School of Kansas School of Law, Lawrence, Kansas, *Mediation Best Practices Techniques*, March 8, 2013.

Johnson County Community College, Overland Park, Kansas, *Employer Dispute Resolution Programs*, March 13, 2013

Kansas Bar Association Annual Meeting, Topeka, Kansas, *Attorneys Guide for Preparing for Mediation*, June 21, 2013.

Washburn University School of Law, Topeka, Kansas, *Parenting Coordination or Case Management*, August 15, 2013.

Kansas Bar Association, Employment Law CLE, Lenexa, Kansas, presenting *Dispute Resolution Ethics: Negotiation, Mediation & Arbitration*, October 11, 2013.

Crawford County Bar Association, Pittsburg, Kansas, presenting *Successful Commercial Mediation Best Practices Techniques*, October 16, 2013.

Western District Early Assessment Program, Kansas City, Missouri, *Proven Mediation Strategies, Tactics and Techniques*, October 25, 2013.

Washburn University School of Law, Topeka, Kansas, *Evolution of Civil Mediation in the Midwest*, November 7, 2013.

Kansas Bar Association ADR Section CLE, Lenexa, Kansas, *Arbitration 101: Practice Tips for Litigators and Mediators*, November 15, 2013.

2012

Washburn University School of Law, *Empowering Children in Mediation*, Topeka, Kansas, January 4, 2012. Presented: *Alternative Dispute Resolution and Child Advocacy*.

Kansas Bar Association, Focus on Solo and Small Firm CLE, McPherson, Kansas, January 13, 2012, *Ethical Advocacy in Mediation (Ethics and Professionalism)*. Panelists included Kathy Perkins, Larry Rute and Arthur Thompson.

Memphis University School of Law, *Civil Mediation Best Practices*, Memphis, Tennessee, January 27, 2012. Panelists included: Karen Hobbs, Mike Young, Jim Readey, Paul Iacono and Richard DeWitt.

Associates in Dispute Resolution, Topeka, Kansas, *Advanced Strategies for Successful Mediation*, September 28, 2012. Presented: *Mediation When Money Matters: Techniques for Successful Monetary Settlement*

Kansas Bar Association, 2012 KBA Alternative Dispute Resolution CLE, Topeka, Kansas, November 16, 2012. Presented: *Mediating the Multi-Party Fair Labor Standards Act Case*. Panelists included: Michael A. Hodgson, Heather M. Lake and Larry Rute.

University of Missouri Kansas City School of Law, Kansas City, Missouri, November 27, 2012. Presented: *Techniques for Mediating the Successful Employment Discrimination Settlement*.

2011

Washburn University School of Law, *Empowering Children in Mediation*, Topeka, Kansas, January 6, 2011. Presented: *Alternative Dispute Resolution and Child Advocacy*.

University of Kansas School of Law, *Mediation—The Basics: An Employment Law Perspective*, Lawrence, Kansas, March 4, 2011.

National Association of Credit Management Training, Kansas City, Missouri, March 9, 2011. Presented: *Commercial Mediation: The Basics*.

University of Missouri, Kansas City, March 30, 2011, *Civil Mediation Training (Coaching)*

ABA Section of Dispute Resolution 13th Annual Spring Conference, Denver, Colorado, April 13-16, 2011. Presented: *It's all his Fault! Mediating Employment Disputes* (Panel). Panelists: Kathy Perkins, Susan Hammer and Larry Rute.

KCMBA 2011 Employment Law Update, Kansas City, Missouri, May 25, 2011. Presented: *Successful Settlements that Last: How Mediation Best Practices Techniques Can Improve your Settlement Strategy*.

The Inn of Court, Belfast, Northern Ireland, *ADR in Family Law—An American Perspective*, Belfast, Northern Ireland, September 7, 2011.

Associates in Dispute Resolution LLC, Annual Conference, Topeka, Kansas, September 30, 2011. Presented *Techniques for Successfully Mediating the Multi-Party Case*.

National Association of Credit Management, *Commercial Mediation & Arbitration—The Basics*, Branson, Missouri, October 21, 2011.

Office of Judicial Administration Regional Judge's Training, *The Basics of Judicial Settlement Conferences*, Manhattan, Kansas, November 9, 2011.

Kansas Bar Association Alternative Dispute Resolution Section, Annual Presentation, *Negotiation & Mediation Ethics* with, Lenexa, Kansas, November 18, 2011. Panelists included Kathy Perkins, Art Thompson & Larry Rute

Johnson County Community College, *Proactive Risk Management Through Early Dispute Resolution*, Overland Park, Kansas, November 30, 2011. Panelists included Tamra Wilson-Setser and Larry Rute.

2010

- Labor & Employment Relations Association Annual Meeting, Atlanta, Georgia, January 3, 2010. Presented: *The Potential Role of Presidential Executive Orders to Provide Early Access to ADR: The Proposed National Employment Dispute Resolution Act*. Panelists: Lamont E. Stallworth, Ph.D., David Bruce Lipsky, Ph.D., Antonia Robinson and Larry Rute
- Washburn Law School, Topeka, Kansas, January 8, 2010. Annual Child Advocacy Seminar, Presented: *Alternative Dispute Resolution and Child Advocacy*
- Topeka Inns of Court, *Civil Mediation Techniques for the Practicing Lawyer*, Topeka, Kansas, March 6, 2010, Presented: *Mediation Best Practices Confidentiality and Good Faith*.
- University of Kansas School of Law, *Mediation & Employment Law Perspective*, Lawrence, Kansas, April 2, 2010, presented: *Mediation in Employment Law Perspective*.
- 4th Annual Domestic Case Management Training, Washburn University School of Law, August 19, 2010. Presented *Overview of Case Management Statute*.
- ASRT Continuing Legal Education, Washburn University, Topeka, Kansas, September 18, 2010. Presented: *Mediation, Dispute Resolution in Health Care*.
- Associates in Dispute Resolution LLC, Annual Conference, Topeka, Kansas, October 1, 2010. Presented *Dispute Resolution Ethics: Negotiation and Settlement in Mediation and Arbitration*.
- Kansas Bar Association *Agricultural Law Update*, Manhattan, Kansas, October 29, 2010. Presented: *Agricultural Negotiations and Mediation Ethics*.
- Kansas Bar Association, *Mediating with Intelligence: Making Wise Decisions as a Mediator*, Topeka, Kansas, November 19, 2010. Presented: *An Overview of Corporate Dispute Resolution Systems*.
- Kansas Agricultural Mediation Services Training, Manhattan, Kansas, December 3, 2010. Presented: *Agricultural Negotiations and Mediation Ethics*.

2009

- KCMBA Bench Bar & Board Room Conference, Osage Beach Missouri, May 1, 2009. Presented: *Preparing for and Surviving a Reduction in Force with Expert Tips Better than Cryptonite*. Panelists: Victoria Schartz, Charlie J. Harris, Jr., Dennis Egan, Kara Dorssom, and Larry Rute.
- Kansas Water Office, Topeka, Kansas, May 7, 2009
Kansas Water Office Dispute Resolution Services: Resolving Water and Natural Resource Disputes for Kansan's. Presented: *Utilization of Arbitration in Public Policy Disputes*
- KCMBA Headquarters, Kansas City, Missouri, May 20, 2009. Presented: *When the Attorney-Client Relationship is Tested: Proactive Solutions*, Larry Rute and Patrick Nichols
- Lawrence SHRM, Lawrence Country Club, June 9, 2009. Presented: *Developing Effective Internal Dispute Resolution Programs*, Michelle Minor and Larry Rute
- KCMBA 23rd Annual Corporate Counsel Institute, Overland Park, Kansas, June 17, 2009. *Preparing for & Surviving a Reduction in Force with Tips from the Experts*. Panelists: James A. Heeter, Charlie J. Harris, Jr., Bert Braud, Kara Dorssom, & Larry Rute
- KCMBA Annual Labor & Employment Law Seminar, Kansas City, Missouri, June 18, 2009. Presented: *Effective Trial Strategies & Tips From the Bench...and an Impartial View*. Panelists: Hon. Ann Mesle, Hon. W. Brent Powell and Larry Rute
- Associates in Dispute Resolution LLC, Topeka, Kansas, September 25, 2009. *Creativity in Mediation*, Presented: *Co-Mediation as a Valuable Technique and Best Practices in Commercial Mediation*.
- Kansas Bar Association, Wichita, Kansas, November 20, 2009. *Breaking the Gridlock: ADR for Public Policy and Land Use*. Presented: *Confidentiality and Bad Faith in Mediation*

2008

- Heartland Mediation Seminar, Topeka, Kansas, February 28, 2008, *Mediation in The Workplace as a Component of System Design* (Presenter)
- American Bar Association Family Law Section, Chicago, Illinois, May 1, 2008, *Effective Family Law Mediation* (Presenter)
- American Arbitration Association Annual Seminar, Kansas City, Missouri, May 29, 2008, *Emerging Trends in Arbitrability of Arbitration* (Presenter)

AAA Code of Ethics and Affirmative Duty to Disclose (Presenter), Kansas Association for Justice, Overland Park, Kansas, June 27, 2008, *Arbitration Ethics* (Presenter)
Governor's Conference on Juvenile Justice, Topeka, Kansas, July 22, 2008, *What is "Restorative Justice"* (Co-Presenter)
Kansas Coalition Against Sexual and Domestic Violence, Lawrence, Kansas, October 3, 2008, *Mediation in Cases Where there is Domestic Violence* (Co-Presenter)
Associates in Dispute Resolution, Kansas City, Missouri, October 24, 2008, *Emerging Strategies for Managing Business & Workplace Conflict* (Co-Presenter), *Preparing & Planning for EEOC Mediation* (Co-presenter)
Kansas Bar Association, Topeka, Kansas, November 21, 2008, *In the Trenches: Best Practices in Commercial & Domestic Mediation* (Presenter)

2007

Kansas Supreme Court, Topeka, Kansas, April 12, 2007, *Settlement Conference Training for Judges* (Presenter)
Heartland Mediators, Overland Park, Kansas, April 20, 2007, *Using the Power of Emotion Behavior in Mediation* (Presenter)
American Bar Association, ABA Section of Dispute Resolution Spring Conference, Washington, D.C., April 25-28, 2007. *Riding the Tiger, Using the Power of Emotion Behavior in Mediation* (Presenter).
Techniques in Overcoming Psychological Barriers to Resolution (Presenter)
American Arbitration Association Regional Training, Kansas City, Missouri, June 5, 2007, *What Clients Need to Know About Construction Arbitration* (Presenter)
Kansas Bar Association Annual Meeting, Wichita, Kansas, June 8, 2007, *Alternative Dispute Resolution—What the Trial Practitioner Needs to Know About Mediation Ethics* (Presenter)
Kansas Trial Lawyers Association, Overland Park, Kansas, June 29, 2007, *Negotiation, Mediation & Arbitration Ethics 101* (Presenter)
Equal Opportunity Commission, Kansas City, Missouri, August 22, 2007, *Technical Assistance Program Seminar* (Co-Presenter)
Washburn University School of Law, Topeka, Kansas, September 10, 2007, *Techniques in Interviewing Emotionally Abused Children* (Presenter)
Kansas City Metropolitan Bar Association, Kansas City, Missouri, September 27, 2007, *Mediation Ethics & Practice Dilemmas* (Co-Presenter)
Associates in Dispute Resolution, LLC, Topeka, Kansas, September 28, 2007, *Innovation and Best Practices in Mediation* (Presenter)
Blackwell Sanders, LLP, Kansas City, Missouri, October 9, 2007, *2007 Labor & Employment Law Symposium* (Co-Presenter)
International Academy of Mediators, Portland, Oregon, October 19, 2007, *Dealing with Personality Disorders & Dysfunctional Emotions in Mediation: Who Are These People and Why Won't They Behave?* (Co-Presenter)
Kansas Bar Association, ADR Buffet, Wichita, Kansas, November 16, 2007, (Co-Presenter)

2006

American Bar Association, ABA Section of Dispute Resolution, Atlanta, Georgia, April 7, 2006, *Mediating With the Insurance Industry: Techniques for Successful Negotiation*. (Presenter)
Harvard University, Cambridge, Massachusetts, April 29, 2006, *Dialogue at Harvard: Master Thinkers Meet Master Practitioners* (Small Group Discussion Leader)
Washburn University School of Law, Topeka, Kansas, February 20, 2006, *Issues in Domestic Violence for the Litigator* (Presenter)
Kansas Bar Association Annual Meeting, Overland Park, Kansas, June 10, 2006, *Successful Mediation Advocacy: How to Get Results for your Client in Mediation*. (Presenter)
Kansas Legal Services, Manhattan, Kansas, June 9, 2006, *Successful Mediation Advocacy: Mediation Preparation*. (Presenter)
Washburn University School of Law, Topeka, Kansas, June 17, 2006, *Professional Issues Facing Case Management and Case Managers in High-Conflict Situations*. (Presenter)
Kansas Trial Lawyers Association, Topeka, Kansas, June 30, 2006, *When Your Case Goes to Mediation*. (Presenter)

Associates in Dispute Resolution, Topeka, Kansas, November 3, 2006, *All Mediations are Alike—Aren't They?*
(Presenter)

2005

Missouri Bar Association, Columbia, Missouri, October, 2004, *Being an Effective Participant in the Mediation: The Employer, Employee And Mediator Perspectives* (Presenter)

Heartland Mediation Association, Topeka, Kansas, February 25, 2005, *Mediation of Public Policy Disputes*
(Presenter)

Kansas Association of Council for Children, Topeka, Kansas, March 4, 2005, *Dependency Mediation*
(Presenter)

Kansas Trial Lawyers Association, Lawrence, Kansas, May 13, 2005, *Mediation Case Management of High-Conflict Cases* (Presenter)

American Bar Association Family Law Section, San Diego, California, September 28-October 1, 2005.
De-thorning the Roses: Successful Mediation in High Conflict Divorce (Presenter)

Kansas Bar Association, Topeka, Kansas, December 2, 2005, *Mediation of Civil Disputes: Beyond the Basics*
(Facilitator/Presenter)

2004

Wichita Bar Association, Wichita, Kansas, January, 2004, *Collaborative Law*

Kansas Bar Association, Topeka, Kansas, April, 2004, *Child Support Issues Panel* (Presenter)

Kansas Bar Association, Kansas City, Missouri, May 2004, *Alternative Dispute Resolution in Federal Litigation: A Mediator's Perspective*

On What is Effective and What is Not (Presenter), EEOC Technical Assistance Program Seminar (Presenter),
September, 2004

Office of Judicial Administration, Topeka, Kansas, September, 2004, *Mediation for the HR Professional*
(Presenter)

2003

University of Kansas School of Law, February 6, 2003. *Employment Mediation* – (Presenter)

Washburn University School of Law, February 18, 2003, *Family Law Mediation* – (Presenter)

Kansas Paralegal Association (Washburn University), February 21, 2003, *Domestic Mediation & Case Management* - (Presenter)

Washburn University School of Law, March 4, 2003, *Mediation of Children's Issues* – (Presenter)

Kansas Trial Lawyers Association (Overland Park), March 7, 2003, *Collaborative Law & Case Management* –
(Presenter)

Rockhurst University, Kansas City, Missouri, April 1, 2003, "Alternative Dispute Resolution of the Work
Place" (Presenter)

2003 Ellis County Bar Association Seminar, Hays, Kansas, May 2, 2003, "Collaborative Law & Case
Management" (Presenter)

Washington University School of Law, St. Louis, Missouri, May 8, 2003, "Proposed Kansas Child Support
Guidelines" (Facilitator) *Mediation of Employment Disputes; Beyond the Basics* (Presenter)

Women Attorney's Association, Lindsborg, Kansas, July 18, 2003, *Mediation of Federal Court Employment
Discrimination Matters* (Presenter)

University of Kansas School of Law, Lawrence, Kansas, September 11, 2003, *Mediation of Employment
Disputes in Federal Court* (Presenter)

SHRM, Topeka, Kansas, September 12, 2003. *When Should the Witch Doctor Step In: Mediation & Arbitration
in the Work Place* (Presenter)

Washburn University School of Law, Topeka, Kansas, September 12, 2003. *Breaking Impasse: Strategies for
Working With High Conflict Personalities In Mediation* (Presenter)

Associates in Dispute Resolution LLC, Topeka, Kansas, September 26, 2003, *Advanced Mediation Training:
Techniques for Resolution* (Presenter)

Missouri Bar Association, Columbia, Missouri, October 2, 2003, *Arbitrating Business Disputes* (Presenter)

Kansas Bar Association, Topeka, Kansas, October 3, 2003, Kansas 2003 Domestic ADR Conference
(Presenter)

Associates in Dispute Resolution, Topeka, Kansas, October 24, 2003, *Advanced Civil Mediation Training*
(Presenter)

Advanced Dispute Resolution Training:

Has completed three separate 40-hour civil mediation training programs provided by the Kansas Bar Association; Kansas Department of Education, Special Education Mediation Training and Due Process Hearing Officer Training. U.S. Postal Service "Redress" Mediation Training, St. Louis, Missouri; U.S. Department of Justice, ADA Mediation Training, St. Louis, Missouri; U.S. District Court, Western District of Missouri, Advanced Mediation Training; and, Topeka Bar Association, Arbitration Training (40-hour).

Other advanced dispute resolution training events in which he has participated:

2022

American Arbitration Association ACE 22 – *Process Essentials for AAA Arbitrators*, Spring 2022

Topeka Bar Association, *Effective Mediation Advocacy & the Future of In-Person versus Zoom Mediations*, August 5, 2022

U.S. District Court, Western District of Missouri, *Mediation & Assessment Program – Advanced Training*, October 13, 2022

Associates in Dispute Resolution LLC, *Exploring the Boundaries of Dispute Resolution: Arbitration, Mediation & Collaborative Law*, November 4, 2022.

Heartland Dispute Resolution Association, *Family Law Arbitration*, December 21, 2022.

2021

American Arbitration Association ACE 21 – *Impartiality: Do you Know where Your Biases Are?* Spring 2021.

U.S. District Court, Western District of Missouri, *Mediation & Assessment Program Webinar*, February 25, 2021.

Kansas Bar Association, *How to Present a Case via Remote Hearing*, March 4, 2021.

Kansas Bar Association, *Alternative Dispute Resolution Virtual CLE Conference*, March 12, 2021.

Topeka Bar Association, *Board Blast CLE*, June 4, 2021.

Associates in Dispute Resolution LLC, *Family Law Update in a Nutshell*, June 28, 2021.

Heartland Dispute Resolution Association, *How Fortune 500 Companies Handle Conflict*, October 20, 2021.

Associates in Dispute Resolution, *Taking a Deep Dive into Dispute Resolution*, November 5, 2021.

2020

American Arbitration Association, *The American Arbitration Association's Adoption of Initial Employment and FLSA Discovery Protocols*, December 2020

Heartland Dispute Resolution Association, *Commercial Mediation Practice Techniques*, August 19, 2020.

Associates in Dispute Resolution LLC, *Commercial Mediation Practice Techniques*, August 19, 2020.

2019

International Academy of Mediators, 2019 Spring Meeting, Banff, Alberta, Canada, May 29-June 1, 2019.

Federal District Court for the Western District of Missouri, *Mediation Assessment CLE*, June 27, 2019.

American Arbitration Association, *Arbitration & Mediation Round Table*, Kansas City, Missouri, October 15, 2019.

International Academy of Mediators, 2019 Fall Meeting, Scottsdale, Arizona, November 7-9, 2019.

2018

International Academy of Mediators, 2018 Spring Meeting, Edinburgh, Scotland, May 20-22, 2018

International Academy of Mediators, 2018 Fall Meeting, Cleveland, Ohio, October 4-5, 2018

American Arbitration Association, *Health Care Dispute Resolution*, Nashville, Tennessee, October 12, 2018

2017

U.S. District Court, Western District of Missouri, *Mediation & Assessment Program—Advanced Training for Outside Mediators*, October 27, 2017.

International Academy of Mediators, 2017 Fall Meeting, *The Future is Here*, Austin, Texas, November 2-4, 2017.

Lathrop & Gage LLP, Labor & Employment – Executive Briefing, Kansas City, Missouri, November 16, 2017

2016

International Academy of Mediators, 2016 Fall Meeting, *Perspective is Everything*, Vancouver, Canada, September 22-24, 2016,

Tri-State Regional Special Education Conference, Omaha, Nebraska, November 3-4, 2016

2015

American Bar Association, Dispute Resolution Section Spring Meeting, Seattle, Washington, April 15-19, 2015

Lathrop & Gage Continuing Legal Education Program, Kansas City, Kansas, March 6, 2015.

2014

International Academy of Mediators, 2014 Spring Conference, Chicago, Illinois, October 23-25, 2014

Tri-State Regional Special Education Law Conference, Omaha, Nebraska, November 6-7, 2014.

2013

International Academy of Mediators, 2013 Spring Conference, Toronto, Ontario, Canada, May 9, 2013.

American Bar Association, 15th Annual Section of Dispute Resolution Spring Conference, Chicago, Illinois, April 4, 2013

International Academy of Mediators, 2013 Fall Conference, Paris, France, September 19-21, 2013.

2012

International Academy of Mediators, 2012 Spring Conference, Washington, D.C., April 15-18, 2012.

American Arbitration Association, Dispute Resolution Section 14th Annual Spring Conference, Washington, D.C., April 18-21, 2012.

Kansas State Department of Education, Tri-State Special Education Law Conference, Omaha, Nebraska, November 8-9, 2012.

Kansas Bar Association, 2012 Legislative Conference (Ethics Presentation), Topeka, Kansas, November 15, 2012.

2011

Kansas City Metropolitan Bar Association, *Update on New Rule 17 and Winning at Mediation*, Kansas City, Missouri, February 22, 2011.

International Academy of Mediators Spring Conference, *Communication in Mediation*, Napa, California, May 5-7, 2011.

American Arbitration Association, *Managing the Dynamics of a Multi-Party Case*, Chicago, Illinois, July 14, 2011.

International Academy of Mediators, Fall Conference, Austin, Texas, November 10-12, 2011.

2010

University of Missouri Civil Mediation Training (Coach), Kansas City, Missouri, March 31-April 1, 2010.

Heartland Mediator's Association, Art & Excellence in Dispute Resolution, Overland Park, Kansas, April 15-16, 2010.

International Academy of Mediators, Fall Conference, Music to my Ears: A Mediation Program, Nashville, Tennessee, October 21-23, 2010.

Tri-State Special Education Conference, Omaha, Nebraska, November 4, 2010.

2009

International Academy of Mediators Spring Meeting, *Powerful People in Powerful Places* New York, New York, April 15, 2009

American Bar Association Dispute Resolution 2009 Spring Conference, New York, NY, April 16-17, 2009

International Academy of Mediators Fall Conference, London England, *What Can We Learn From Each Other?*
September 10-12, 2009

American Arbitration Association Advanced Mediator Training, Dallas, Texas, October 23, 2009

Kansas Bar Association Legislative Committee Conference, *Legal Ethics*, Topeka, Kansas, November 4, 2009

2008

FINRA (call-in workshop), March 13, 2008 *What FINRA Neutrals Should Know*

International Academy of Mediators Training, Coral Gables, Florida, May 14-17-, 2008

Kansas City Metropolitan Bar Association, June 4, 2008, *Mindfulness in Mediation*

International Academy of Mediators Training, Fall Conference, San Diego, California, November 13-14, 2008

Kansas/Nebraska Regional Special Education Conference, Omaha, Nebraska, November 6-7, 2008

FINRA (call-in workshop), March 13, 2008 *What FINRA Neutrals Should Know*

International Academy of Mediators Training, Coral Gables, Florida, May 14-17-, 2008

Kansas City Metropolitan Bar Association, June 4, 2008, *Mindfulness in Mediation*

International Academy of Mediators Training, Fall Conference, San Diego, California, November 13-14, 2008

Kansas/Nebraska Regional Special Education Conference, Omaha, Nebraska, November 6-7, 2008

2007

American Bar Association Arbitration Training Institute, New York, NY, February 22-24, 2007

Kansas Department of Education Special Education Conference, Lawrence, KS, March 7, 2007

NASD Dispute Resolution Revised Rules (Internet Mandatory Training), March 25, 2007

National Arbitration Forum, Minneapolis, Minnesota, *FORUM Fall Conference*, October 5, 2007

2006

Washburn University School of Law, Topeka, Kansas, February 20, 2006

Issues in Domestic Violence for the Litigator

International Academy of Mediators Training, San Antonio, Texas, November 9-11, 2006

American Arbitration Association (Internet Training), , November 14, 2006

Chairing & Arbitration Panel—Managing Procedures, Process and Dynamics

2005

NASD Dispute Resolution Arbitrator Chairperson Training (Internet Mandatory Training
for Panel Chairpersons), February, 2005

Kansas Department of Education, Topeka, Kansas, March 9, 2005

Due-Process Hearing Officer Training

American Arbitration Association, Kansas City, Missouri, April 6, 2005

Dealing with Delay Tactics

Kansas Department of Education, Topeka, Kansas, June 10, 2005

Special Education Law Seminar

Straus Institute (Pepperdine University) Dispute Resolution Summer Professional Skills Program,
Advanced Mediation Techniques, Malibu, California, June 16, 17, 18, 2005

National Arbitration Forum, Minneapolis, Minnesota, November 17, 2005

Advanced Arbitration Techniques

2004

NASD Arbitrator Chairperson Arbitration Course (Internet Exam), February 4, 2004

American Bar Association Tort Trial & Insurance Practice, Santa Monica, CA, February, 2004

American Bar Association, New York, New York, April, 2004

Dispute Resolution Conference

University of Missouri—Kansas City, Missouri, June, 2004

Cutting Edge Human Resources Issues

NASD Dispute Resolution Arbitrator Training (Expungement, Internet Mandatory Training
Course for Arbitrators, October, 2004

2003

American Arbitration Neutral Conference, Providence, Rhode Island. August 21-23, 2003

National Arbitration Forum Neutrals Conference. William Mitchell College of Law, St. Paul Minnesota, October 10, 2003

International Academy of Mediators Fall Conference. Pepperdine University, Malibu, California, October 16, 2003

The Masters Forum, Pepperdine University, Malibu, California, October 17-18, 2003

2002

American Arbitration Association Arbitrator Training, Denver, Colorado, January 2002;

International Academy of Mediators Conference, Boulder, Colorado, May, 2002;

Center for Employment Dispute Resolution Annual Conference, Chicago, Illinois, May 2002;

Kansas Department of Education, Special Education Mediation and Due Process Hearing Training, Topeka, Kansas, August, 2002;

American Arbitration Association Arbitrator II Training, Kansas City, MO, August, 2002;

NASD Dispute Resolution Training, Denver, CO, October, 2002;

National Arbitration Forum Arbitration Training, Minneapolis, MN, November, 2002;

International Academy of Mediators Training, Naples, FL, November, 2002.